

Outlook

The University of Maryland Faculty and Staff Weekly Newspaper
Volume 12 • Number 28 • April 28, 1998

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Legislature Approves Early Retirement, Pension Reform

More good news for University of Maryland employees came out of the 1998 legislative session. Shortly before adjournment on April 13, the legislature passed House Bill 199, the University System of Maryland's Workforce Flexibility Act, opening early retirement options for employees who are members of the employees' pension and retirement system. In addition, a bill reforming the employees' and teachers' pension systems, House Bill 987 also passed.

Many are attributing the bills' success to the university advocates who fought so extensively for their passage. President William E. Kirwan, the Board of Regents, the chancellor and other supporters of university employees advocated on behalf of these bills to help ensure victory.

In addition, the government relations office, the Personnel Services depart-

ment and the System human resources office diligently followed the bill's status in Annapolis, working to keep the bill alive.

Due to the late passage of the bills, official versions of the legislation—which were subject to numerous late amendments and refinements—are not yet available to Personnel Services. But several specifics of the bills are known at this time, pending the governor's signature.

•Under the Workforce Flexibility Act (H.B. 199), employees age 50 or over with 25 or more years of service and who are members of the employees' pension and retirement systems, may elect to take early retirement this year. The non-faculty employees affected by this legislation, soon will be contacted by the

Effect of Early Retirement, Pension Reform Legislation

	Annual Pension Current System	Annual Pension "Early Out" (HB 199)	Annual Pension "Pension Reform" (HB 987)
SALARY			
\$25,000	\$ 6,000	\$ 6,500	\$ 9,000
\$30,000	\$ 7,347	\$ 7,959	\$ 10,800
\$40,000	\$ 11,847	\$ 12,834	\$ 14,400
\$50,000	\$ 16,347	\$ 17,709	\$ 18,000

Estimates are based upon a 62-year-old employee with 30 years of service retiring as of July 1, 1998, under the current pension system or under the Pension Reform Act (H.B. 987) and as of Oct. 1, 1998, under the Early Out (H.B. 199). The annual pension amount shown is the basic retirement allowance. Please note that this illustration is for informational purposes only. Individual calculations will vary based upon personal circumstances.

State Retirement Agency with eligibility information and retirement projections.

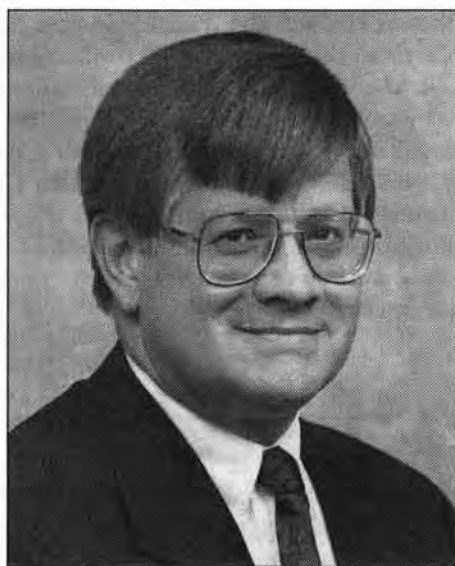
•There is a brief window of time, between July 1 and August 31, 1998, during which employees can declare their intention to retire under this bill.

Anyone who misses this "window of opportunity" will not be allowed to retire under this early retirement incentive program.

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Donald Riley Named Associate Vice President and Chief Information Officer

Donald Riley, of the University of Minnesota, has been named to the newly created position of associate vice president and chief information officer at the University of Maryland. Well known in technology circles, Riley has an international reputation for providing leadership in efforts to define the future of information technology in higher education.



Donald Riley

"The university has a wealth of resources across the campus and we now need to bring them together under the direction of a single individual, someone who will be a strong, visionary leader," says Geoffrey. "Don Riley has had outstanding success in a similar position at Minnesota and we are excited by the tremendous leadership and experience he will bring to Maryland."

for providing leadership in efforts to define the future of information technology in higher education.

Establishing this CIO position, says Gregory Geoffrey, vice president for academic affairs and provost, enables the university to strengthen its position as a leader in expanding the role computer and communications technologies play in higher education.

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George Gloeckler and Stanley Plumly Receive University's Highest Honor

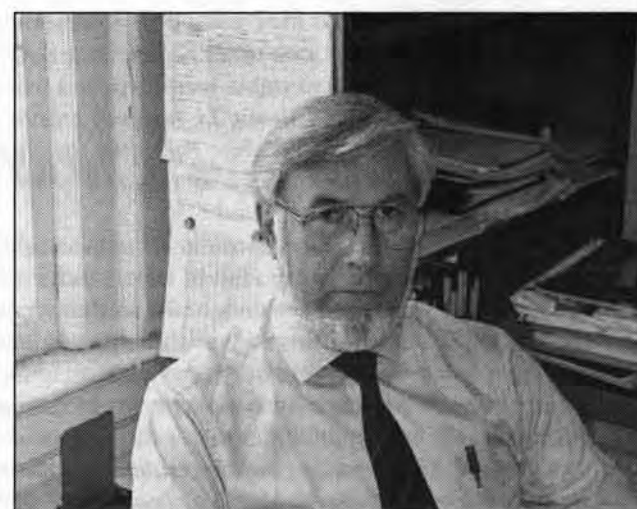
George Gloeckler and Stanley Plumly recently received one of academe's highest honors, when President William E. Kirwan granted each of them the title of Distinguished University Professor. The title acknowledges Gloeckler's and Plumly's significant contributions to their fields of study.

One of the world's leading researchers in space radiation, **George Gloeckler** has conceived, developed and flown unique instruments on Earth satellites and deep space probes, greatly increasing our understanding of physical processes operating in the solar system and in the galaxy.

His instruments have studied the regions near Earth, probed the radiations of the outer planets Jupiter, Uranus and Neptune, and have circumnavigated the solar poles. In the process, they have brought back dozens of discoveries concerning particle radiations on the sun, in interplanetary space, and in the magnetic fields of the major planets.

Most space radiations are individual atoms with one or more of their orbital electrons missing. By inventing instruments that recognize the individual ions and the number of electrons removed, Gloeckler was able to identify the original sources of the ions and the mechanisms energizing them.

Gloeckler came to the university in 1967 as assistant professor, founding the



George Gloeckler, above, and Stanley Plumly, below, recently were named Distinguished University Professors.



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verbatim

Comments in the media by and about the campus and its people.

"The best use of computers is to enhance human abilities. We need tools that make us 1,000 times smarter and more productive...The most useful technology in the last 20 years served human needs; it did not replace or mimic human styles," said Ben Shneiderman, head of the Human Computer Interaction Laboratory in disagreeing with Bill Gates' opinion that talking computers will be the next big thing. "I am willing to bet 1% of my net worth against 1% of Bill Gates' net worth over what the future holds for speech interaction." (*Forbes Magazine, April 20.*)

"The basic concept of it I like is it gives the professor total control over the material so that not only can you choose among the modules available—and there are quite a few—you can also use other copyrighted material. And it comes out looking like a real book...I see it as a bridge between the current publishing world and a fully digital world we'll probably go to in the next 10 years or so." (*David Sicilia, assistant professor of history, on his contribution to a customized American history reader that allows the buyer to order a menu-driven textbook in as little as two weeks. Columbus Dispatch, March 30*)

"This is the first generation of these with the universities. The concept of exclusive package deals, it's not very old...In some schools like Penn State, there was a lot of complaint initially, but there hasn't been anything as far as I can tell here. There's a group of people who say, 'We hate Pepsi, we like Coca Cola,' but there hasn't been any kind of through-the-barricades kind of thing." (*Terry Roach, university legal counsel, commenting in The Other Paper in Columbus, Ohio. Ohio State is considering an exclusive pouring rights agreement for soft drinks.*)

"But the authorities wanted to have it both ways: they wanted activists like me to admire such achievements (new highways and housing), but not to meet the people who created them or those who were missing out on the economic boom. My expulsion was probably intended to intimidate other academics who study China, warning them to avoid discussing human rights if they wished to do research here. In recent months, at least two other American scholars who have spoken out on human rights were expelled from or denied entry to China." (*Xiarong Li, resident scholar in the Institute of Philosophy and Public Policy, in the New York Times, April 20.*)

"We've got a net job creation of about 20 million in the last 10 to 15 years. That's positive. But (a lot of) those jobs have been for lower wages and fewer benefits so that we now have families that are holding two or three jobs in order to make ends meet. The price that we pay ultimately is: Who is with the kids? If you have husband-wife working four jobs, the kids end up having their storyteller the television, the street corner." (*Bill Bradley, senior resident scholar in the James MacGregor Burns Academy of Leadership in the Arizona Republic, April 18.*)

"I can see how some people can become emotional about it...I hope it's not going to become a divisive issue. It seems there are more important things to fight about. But you never know with these things," said Hugh Lee, associate professor of classics, commenting on the controversy over C.E.(Common Era) and B.C.E. (Before Common Era) replacing B.C. (Before Christ) and A.D. (In the Year of Our Lord) Lee allows his students to use either style to denote historical dates. (*Hartford Courant, April 16.*)

President and Mrs. Kirwan Make Commitment To the Bold Vision • Bright Future Campaign

As President Kirwan approaches the final days of his tenure at the university, he and his wife, Patty have taken steps to solidify a future, ongoing connection to several of the areas that have been nearest and dearest to their heart — faculty scholarship, undergraduate education and the arts.

As part of the Bold Vision • Bright Future campaign, President and Mrs. Kirwan have pledged commitments for two gifts establishing a lasting expression of their passionate dedication to supporting the future of this institution. Specifically, the Kirwans have pledged \$50,000 over five years to fund two \$5,000 awards recognizing excellence in teaching and scholarship, and a separate \$250,000 commitment in their will to establish an endowment for support of the Maryland Opera Studio.

Acknowledging the tremendous value of the teaching and research awards to the life of the university, Provost Gregory Geoffroy has directed they be named "The Kirwan Faculty Research and Scholarship Prize," and "The Kirwan Undergraduate Education Prize."

"Brit and Patty Kirwan have set an inspiring example through their years of unstinting generosity, active involvement and personal dedication to the future of this university," says Geoffroy. "They have shown what an enormous difference the commitment of individuals can make to an institution."

The research award will recognize a university faculty member for a highly significant work of research, scholarship or artistic creativity within the past three years. The prize might recognize a publication, an invention, a performance or any other activity within the faculty member's field of study.

The undergraduate teaching award will recognize a member of the university community who has made a significant contribution to enhance the quality of undergraduate education. Efforts such as exceptional teaching, innovative curricular development or creative programming that has widespread influence on undergraduate learn-

ing could be recognized. Both long-term, career commitments and newly implemented initiatives might be considered for this award.

The Kirwans' \$50,000 leadership gift will support award of these prizes for five years, but additional contributions can be made to the fund which would enable it to be endowed. Some commitments have already been made. Charles Wellford, chair of the Bold Vision • Bright Future Faculty-Staff Campaign, urges the campus community to support endowment of the fund so that the prize may be awarded in perpetuity.

"I hope many members of the faculty and staff will contribute to this fund in honor of President Kirwan and his wife, Patty," Wellford says. "I can think of no better way for those of us who know and admire the Kirwans to publicly and permanently thank them for all they have done for this university."

The Kirwans' gift to the opera studio recognizes their longtime devotion to opera and establishes an endowed fund in honor of their parents, Albert D. and Elizabeth H. Kirwan and James D. Harper Jr. and Anna Robinson Harper. This is also an open fund to which additional contributions can be made.

Leon Major, director of the Studio since its 1988 inception, is "overwhelmed" by the gift. "It says the Studio is important," Major says.

The Maryland Opera Studio is a master's degree program with a comprehensive approach to training aspiring singers. It is one of the few programs in the country to combine superb voice training with acting, dancing, foreign language and theater courses. The Washington Post called the Maryland Opera Studio's fall production of *Tartuffe* "the wittiest and most polished comic opera production I have seen in a long time..." and "their (the singers) work is as good as anything you are likely to see at the Kennedy Center."

If you would like more information about how to contribute to either of these funds, contact Reid Crawford, vice president for Institutional Advancement.



President William E. Kirwan and his wife Patty.

Correction

In the April 21 issue of *Outlook*, the article titled "Spring Showcase Honors Diversity Initiative Award Recipients" featured photos of some of the award winners. The woman who is identified as Thelma Williams is actually Deborah Bryant, assistant to the dean, College of Computer, Mathematical and Physical Sciences. Williams, associate dean for students affairs, CMPS, could not attend the ceremony and asked Bryant to accept the award for her.

Outlook

Outlook is the weekly faculty-staff newspaper serving the University of Maryland campus community. Vice President for University Advancement **Reid Crawford**, Acting Executive Director of University Communications and Director of Marketing **Teresa Flannery**, Executive Editor **Cassandra Robinson**, Editor **Jennifer Hawes**, Assistant Editor **Londa Scott**, Editorial Interns **Kelley Fitzgerald**, **Phillip Wirtz**. Letters to the editor, story suggestions and campus information are welcome. Please submit all material two weeks before the Tuesday of publication. Send material to Editor, *Outlook*, 2101 Turner Hall, College Park, MD 20742. Telephone (301) 405-4629; e-mail outlook@ccmail.umd.edu; fax (301) 314-9344. *Outlook* can be found online at www.inform.umd.edu/outlook/

Rape Aggression Defense Program Helps Women Fight Back

In an effort to combat the number of recent crimes committed against women on campus, University Police has added more classes to its Rape Aggression Defense (RAD) program. The program, designed for women only, provides awareness, technique and simulation for potential victims of a rapist attack.

Lt. John Brandt co-coordinates the program, with Heidi Custer, of University Police also.

"The RAD program is the largest women's self defense program [in the country]," says Brandt, who has been with the campus program since its beginning five years ago.

In RAD's first course, there were 11 women enrolled. Currently, University Police offers seven classes, each of which holds 20 women, for all students, faculty and staff interested. Each group meets four times for a few hours over a period of a month.

All classes this semester are filled, but Brandt anticipates more openings early in the summer semesters.

The nationwide program, based in Virginia, certifies more than 2,000 instructors and has educated 50,000 women.

"The RAD course gives us a chance to get in [before women become victims]," says Brandt, noting

the focus and objective of the program. "If it does happen, you do have an option...[you're] more likely to survive it"

During the course, women receive lectures from trained campus police officers concerning awareness and avoidance, including home and personal safety. According to Brandt, participants first learn the moderate levels of force; example being bending an attacker's finger.

The next step is teaching the extreme levels of force, where the class learns to hit an attacker in vulnerable areas.

In the final steps of the course, police instructors use the "aggressor suit," an all-black, padded outfit that can make a man three inches taller and extremely threatening. The suit, specially designed for RAD, is used at the end of the course to help each woman demonstrate what she has learned by treating it like an attacker.

"I have done it a thousand times," says Brandt, who frequently wears the suit and plays the part of the attacker. "I've never won."

The final one-on-one attack is designed to be a realistic scenario, putting each woman in a high stress level situation.

The safety and quality of the equipment for the attacker has increased over the years with funding. Women are given soft headgear, gloves, knee pads and elbow pads.

When the program first began, the aggressor suit was not as protective as it is today for the participating officers. Brandt has been knocked unconscious, and one time could not chew food for four days because the suit offered too little protection.

"People who wear the suits are very committed," Brandt says.

In the past, the program has been offered in various locations on campus. This year, with the reopening of Ritchie Coliseum, campus police hold most of the classes in the basement's karate room.

Brandt says RAD also may accommodate a larger group interested in the program, and could facilitate a course at a convenient campus location.

Women of all ages are welcome. Those who do not desire to participate in physical aspects of the program also may observe.

The program is free to all faculty, students and



The "aggressor suit" (above and left) is used to simulate a potential attacker.



staff. There is a nominal fee for those off campus, but priority is given to the campus community. Availability for RAD is on a first come, first served basis.

The program also has a free lifetime return policy for those who want to refresh the skills they have previously learned.

For more information on the campus RAD program, visit its web site at <www.umpd.umd.edu/programs_and_services/rad.htm> or call University Police at 405-3555.

—PHILLIP WIRTZ

Legislature Approves Early Retirement, Pension Reform

Continued from page 1

- Retirement date for employees who choose this option is Oct. 1, 1998. If you are a member who becomes eligible after that date, you may retire on the first month following the month you reach eligibility.

- The last date to meet eligibility requirements for retirement under H.B. 199 is June 30, 1999.

- As an incentive under this bill, the state will add an additional month of service for every year of service the employee has accumulated. For example, a 60-year-old employee with 24 years of service, for example, would earn an extra two years of credit.

Additionally, the state will waive up to 18 percent of the penalty (there is normally a 6 percent penalty per year) for an early retirement. An employee who is within three years of retirement age (62) would break even and gain the incentive, says Dale Anderson, director of Personnel Services. And an employee having 27 years of service could go out on full retirement.

"It's very important that employees look at their individual situations and circumstances when making the decision whether or not to take early retirement," says Anderson. He advises eligible employees to take advantage of the counseling that will be provided by Personnel Services' benefits office.

Anderson notes there are some restrictions associated with this early retirement option. In particular, almost all employees who opt for early retirement under the Workforce Flexibility Act are not eligible to be rehired by the state.

Those who wish to be rehired must receive permission from the Board of Public Works. In addition, the number of persons rehired cannot exceed 2 percent of those who accepted retirement under H.B. 199.

As for the pension reform bill (H.B. 987), this legislation currently is being evaluated by the State Retirement Agency to determine exactly how it will affect employees. But if the bill is signed into law by the governor, it will change the retirement benefit formula for members of the employees' and teachers'

pension systems, effective July 1.

Whether in the teachers' or the employees' pension system, employees receive significantly improved retirement benefits using the new formula. A chart featured on page 1 of *Outlook* offers general examples of the legislation's effect on pension benefits based on various salary levels.

As part of the reform, employees will be required to make a 2 percent contribution to the pension system to support this benefit increase. The state also will be increasing its contribution to the pension system for employees.

Participation in the plan will be mandatory for all employees currently enrolled in the teachers' or employee's pension systems.

Unlike the Workforce Flexibility Act, employees who retire under the pension reform act can be rehired by the state.

Personnel Services is partnering with the State Retirement Agency to offer a series of retirement seminars to explain the two bills and their impact upon individuals' retirement decisions. The seminars are scheduled for May 18,

19 and 28 and June 12 in the Grand Ballroom Lounge of the Stamp Student Union.

Both morning and afternoon sessions will be held on these dates. Seminar hours are not yet determined, but will be announced as soon as that information is known.

Over the coming months, Personnel Services will continue to provide pertinent early retirement information to the campus, whether through Outlook articles, mailings or individual counseling sessions. Should employees have early retirement questions at any time, please contact the Personnel Services benefits office at 405-5654; retirement coordinator Jeffrey Ash at 405-8471; or benefits coordinator Stacy Sims at 405-5657.

—JENNIFER HAWES

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April

Lecture

4 p.m. Department of Physics: "On Dynamics: From Large Molecules to Biomolecules," Joshua Jortner, Heinemann Chair of Physical Chemistry, Tel Aviv University, Israel. 1410 Physics Bldg. 5-5945.

Diversity

7 p.m. "The Architecture of Healing: A Proposal for the United States Slavery Museum and How Museums Become Reality," a lecture and panel discussion. Auditorium, Van Munching Hall. (301) 588-7095.

Learn CPR

6-9:30 p.m. Adult and Infant CPR: Two-night class. April 28 and May 5. Learn American Heart Association. Adult, child and infant CPR, Heimlich maneuver and barrier devices. You must register and pay in advance in room 2118 of the University Health Center. 3100E University Health Center. 4-8132.*

29
April

Training & Development

9 a.m.-noon. "Team Problem Solving Tools." Designed to follow Continuous Quality Improvement 101, this workshop focuses on the group tools and techniques used for process improvement. These tools can be used in all types of meetings and project settings to look at problems, causes and solutions. 1101U Chesapeake Bldg. 5-5651.

Lectures

Noon-1 p.m. The Counseling Center: "Psychological Effects of Witnessing and Experiencing Violence among High School Students," Jihad Aziz, psychology intern, Counseling Center. Rooms 0106-0114, Testing Room Counseling Center, Shoemaker Bldg.

Noon-1:30 p.m. OMSE: "Delegation, Time and Stress Management," Elaine Ting and Tess Shier. 0120 Nyumburu Cultural Center. 5-5358/5616.

4-5 p.m. Department of Astronomy: "Cores, Jets and Bipolar Outflows in Star Formation," Zhi-Yun Li, University of Virginia. 2400 Computer & Space Sciences Bldg. User Education Service.

Noon-1 p.m. Electronic Journals for the Sciences: Reality Check. Discussion of current trends in the development and pricing of electronic science journals. Electronic journals available on campus now will be demonstrated. Site to be announced. 5-9070.

1-3:30 p.m. Latin American Studies. A Multi-disciplinary Examination of Web-based Electronic Resources in Latin American Studies, including the Latin American Studies Database, the Handbook of Latin American Studies and others. User Education Services. 4137 McKeldin Library. 5-9070.

Diversity

3-5 p.m. Oral history panel: "1997 Summer Research and Travel Grant Recipients," a panel discussion. 1122 Jimenez Hall. 5-6835/7856.

7 p.m. Graduate Lambda Coalition Film Club: "Watermelon Woman." Room R, Non-Print Media, Hornbake Library. 5-2853.

Learn CPR

6-9:30 p.m. Adult and Infant CPR: Two night class. April 28 and May 5. Learn American Heart Association. Adult, child and infant CPR, Heimlich maneuver and barrier devices. You must register and pay in advance in room 2118 of the University Health Center. 3100E University Health Center. 4-8132.*

University Theatre

8 p.m. "The Balcony," by Jean Genet, translated by Bernard Frechtman. Controversial, shocking, and bizarre portrait of power and intimacy. Pugliese Theatre, Tawes Fine Arts Bldg. 5-2201.*

30
April

User Education Services

10-11:30 a.m. Where in the World...? Maps on the Web. Learn how to effectively and efficiently use vital demographic, geographic and environmental information available on the Web. This seminar will cover how to find aerial photographs and satellite images on the Internet. 4M100E McKeldin Library. 5-9070.

Noon-1 p.m. Electronic Journals for the Sciences: Reality Check. Discussion of current trends in the development and pricing of electronic science journals. Electronic journals available on campus now will be demonstrated. TBA. 5-9070.

Lectures

3:30 p.m. Department of Meteorology: "The ARM Unmanned Aerial Vehicle (UAV) Program: Description & Sample Data," Robert Ellingson, Department of Meteorology. 2324 Computer & Space Sciences Bldg.

5:15 p.m. Department of Materials and Nuclear Engineering: "Reliability Based Provisions for Wind Loading of Structures," Ronald Broadhurst, NASA Goddard Space Flight Center. 1100 ITV.

Learn CPR

6-9:30 p.m. Adult and Infant CPR: Two-night class. April 28 and May 5. Learn American Heart Association. Adult, child and infant CPR, Heimlich maneuver and barrier devices. You must register and pay in advance in room 2118 of the University Health Center. 3100E University Health Center. 4-8132.*

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1
May

Lecture

5:15 p.m. Department of Materials and Nuclear Engineering: "The Impact of Field Reliability on Army Logistic Support Requirements," David Mortin, U.S. Army Materials Systems Analysis Activity. 1100 ITV.

University Theatre

8 p.m. "The Balcony," by Jean Genet, translated by Bernard Frechtman. Controversial, shocking and bizarre portrait of power and intimacy. Pugliese Theatre, Tawes Fine Arts Bldg. 5-2201.*

2
May

Diversity

"Orality and Sociopolitical Thought in Africa," a lecture by Ngugi wa Thiong'o. 0200 Skinner Bldg. 5-6835.

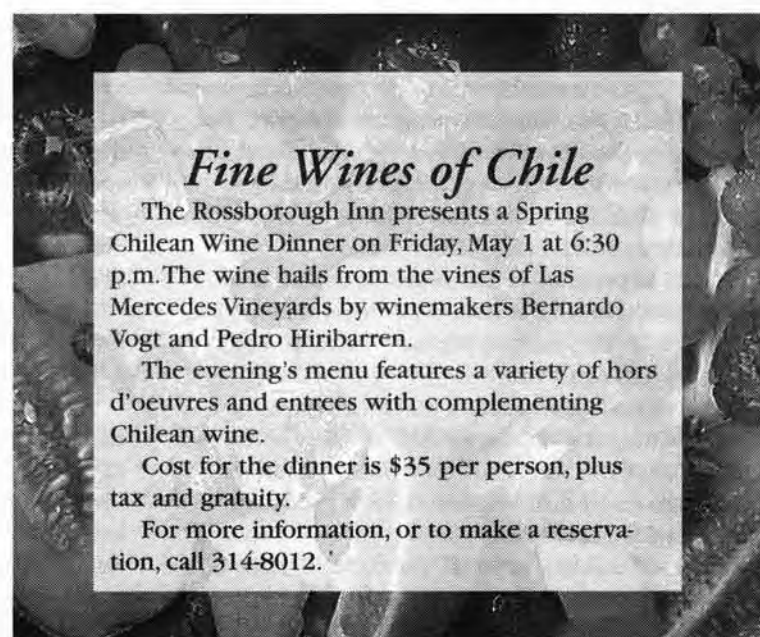
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3
May

University Theatre

2 p.m. "The Balcony," by Jean Genet, translated by Bernard Frechtman. Controversial, shocking and bizarre portrait of power and intimacy. Pugliese Theatre, Tawes Fine Arts Bldg. 5-2201.*



Fine Wines of Chile

The Rossborough Inn presents a Spring Chilean Wine Dinner on Friday, May 1 at 6:30 p.m. The wine hails from the vines of Las Mercedes Vineyards by winemakers Bernardo Vogt and Pedro Hiribarren.

The evening's menu features a variety of hors d'oeuvres and entrees with complementing Chilean wine.

Cost for the dinner is \$35 per person, plus tax and gratuity.

For more information, or to make a reservation, call 314-8012.

5
May

Training & Development

9 a.m.-noon. "Americans with Disabilities Act (ADA)." This class will provide an update on ADA and its implications for serving individuals with disabilities on the campus. You will learn accommodation requirements from both the academic and employment perspective. 1101U Chesapeake Bldg. 5-5651.

Lectures

9:30 a.m. Department of Computer Science: "Numerical Methods for Dynamical Ginzburg-Landau Vortices in Superconductivity," Zhiming Chen, Institute of Mathematics, Academia Sinica, Beijing. 3206 Mathematics Bldg. 5-5129.

4 p.m. Physics Department: "The Physics of Baseball Bats," Richard Brandt, professor of physics, New York University. 1410 Physics Bldg. 5-5945.

University Theatre

8 p.m. "The Balcony," by Jean Genet, translated by Bernard Frechtman. Controversial, shocking and bizarre portrait of power and intimacy. Pugliese Theatre, Tawes Fine Arts Bldg. 5-2201.*

6
May

Lectures

Noon-12:50 p.m. University Theatre: "Sounding the Humanities," a discussion of "The Balcony" with off-campus guest speaker. 0154 Tawes Fine Arts Bldg. 5-2201.

Noon-1 p.m. The Counseling Center: "Dissociation and Boundary Collapse: The Emotional Plight of Jews during the Holocaust," Jim Glass, professor, government and politics. 0106-0114, Testing Room Counseling Center, Shoemaker Building.

4-5 p.m. Department of Astronomy: "ISO's View on the Interstellar Medium and Star Formation," Ewine van Dishoeck, Leiden University.

Concert

8 p.m. The University Collegium

7
May

Training & Development

9 a.m.-noon. "Conflict Resolution." The principle of the book, "Getting to Yes," will be the basis of this class. There will be discussion on the differences between a hard and soft negotiator, and participants will learn skills for a successful and principled outcome. Emphasis will be on negotiating conflict at work and maintaining a professional working relationship. 1101U Chesapeake Bldg. 5-5651.

University Theatre

8 p.m. "The Balcony," by Jean Genet, translated by Bernard Frechtman. Controversial, shocking and bizarre portrait of power and intimacy. Pugliese Theatre, Tawes Fine Arts Bldg. 5-2201.*

Spring Craft Bazaar

Like spring flowers, crafts will be in bloom as the Rossborough Inn presents a Spring Craft Bazaar, Friday May 1 from 11 a.m. to 3 p.m.

The bazaar features artisans selling craft items including enamel jewelry, custom painted sweatshirts, decorative plates, ceramics, quilts, tea sets, soft dolls and handcrafted gold and silver jewelry.

Lunch will be served from 11:30 a.m. - 2:30 p.m. in the Carriage House or outside if weather's permitting.

The price for the lunch and show is \$7, \$2 for show only. For more information, call 314-8013 or 314-8012.

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405-. Events are free and open to the public unless noted by an asterisk (*).

All calendar information for Outlook is downloaded directly from inform's master calendar, located on the Internet at www.inform.umd.edu.

Submissions to inform can be made by e-mail to: calendar@umail.umd.edu. To reach the inform calendar editors by phone, call 405-0825.



A Musical Tribute

In honor of President William E. Kirwan, the University of Maryland Chorus presents Joseph Haydn's oratorio "The Creation." The concert takes place Sunday, May 3 at 4 p.m. in Memorial Chapel.

"The Creation" features Paul Traver as conductor; Linda Mabbs, soprano; Charles Reid, tenor; Steven Rainbolt, baritone and the Smithsonian Concerto Grosso.

Ticket prices vary. Call 405-5568 for more information.

ART ATTACKS!

SEE Productions presents the 15th annual Art Attack on McKeldin Mall Friday, May 1, beginning at 10 a.m. Student groups will provide entertainment while student and outside vendors provide food, sale items and demonstrations of services, such as acupuncture and reflexology.

This year's theme is "A Time for Healing." A timeline tracing the university's course of diversity, and displays showing where the university has been and where it still needs to go will be featured.

Beginning at noon, witness a gladiator joust, human bowling, a dunk tank and rock climbing. Also on display will be a tent showing episodes of the Comedy Central hit television program "South Park," with comedic breaks by local Improv stand-ups. Daytime activities end at 4 p.m.

Beginning at 5 p.m., Art Attack hosts the following bands: moe., The Roots, The Instigators, The Sugarhill Gang, The Urge and Belizabeha. Last year, Run-DMC and G. Love & Special Sauce headlined the event.

African Activist, Novelist to Lecture CPS

Ngugi wa Thiong'o, Kenyan novelist and activist, will be on campus Saturday, May 2 to give a lecture on "Orality, Language and Sociopolitical Thought in Africa." The lecture, co-sponsored by the Committee on Africa and the Americas and College Park Scholars International, is part of CPS International Studies' end-of-year conference.

This year's conference focuses on some of the most pressing political, economic and environmental issues in Africa and Africa-based solutions to them. The lecture takes place at 2 p.m. in Room 0200 of the Skinner Building.

Thiong'o grew up during the 1950s' Mau Mau struggle for independence from British colonial rule, a major theme of his early work. Ngugi's first work was a play, "The Black Hermit," written in 1962, which claimed "speaks for a continent." It was followed by the novels, *The River Between*, *Weep Not Child* and *A Grain of Wheat*.



Ngugi wa Thiong'o

As a faculty member at the University of Nairobi, his 1977 novel *Petals of Blood*, as well as his plays were critical of political corruption and social injustices of post-independence Kenya. The publication of *Ngaabika Ndeenda* led to his detention in 1977. After being designated a prisoner of conscience by Amnesty International, he was released in December 1978. Barred by the government from any jobs at colleges and universities in Kenya, Thiong'o continued his literary work.

In 1982, Thiong'o was denied permission to stage the play "Mother Sing for Me;" the same year he learned the government planned to arrest and detain him without trial. He remained in Britain in exile from 1982-1988, and then moved to the U.S. in 1989.

Ngugi continues to write and lecture around the world, with his works translated into more than 20 languages. He also has been the subjects of several books, critical monographs and doctoral dissertations.



The campus community is invited to attend a farewell reception for President and Mrs. William E. Kirwan.

Monday, May 4, 1998
2-4 p.m.

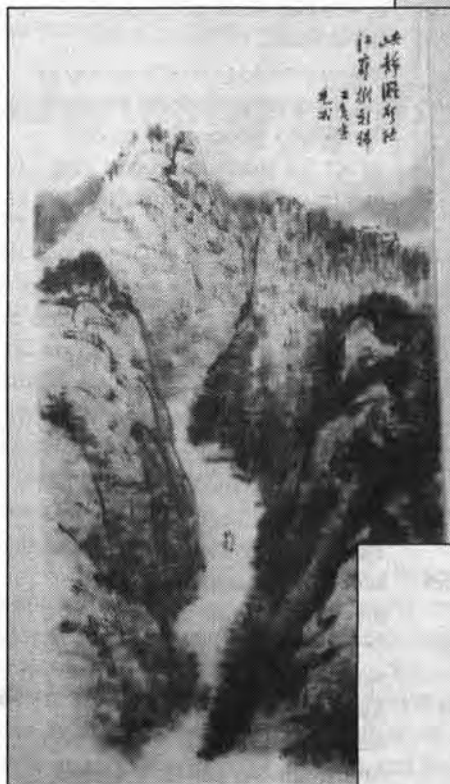
Grand Ballroom, Stamp Student Union

For additional information, please contact the President's Office at 405-5790.

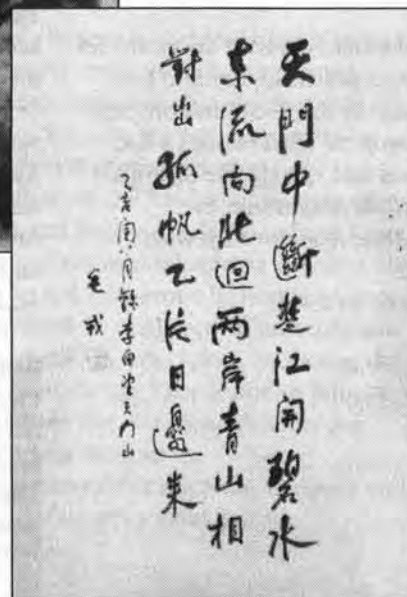
East Asian Art on Display at Association Gallery



Jia-Shan Mu



John S.C. Wang



The Parents' Association Gallery is pleased to host the exhibit "East Asian Calligraphy and Painting Exhibition." The exhibition runs until May 22 and is part of the International Conference on East Asian Calligraphy Education which was held April 10 and 11.

Artists from China, Japan, Korea, Taiwan, Hong Kong, Singapore, Canada and the United States will be in attendance for the exhibit. Both vertical Asian Scrolls and framed works will be represented. The showing offers an excellent opportunity to view both traditional and contemporary calligraphy work at its best.

The Parents' Association Gallery is open Monday - Saturday from 10 a.m. to 6 p.m. It's located on the first floor of the Stamp Union next to the information desk.

For more information, contact the gallery at 314-8493.

Maryland's Women of Influence Celebrated

The Committee on Undergraduate Women's Leadership held this year's Women of Influence awards April 16 at the Stamp Student Union. The ceremony honored seven women for their service to the campus and community.

Katherine McAdams, associate professor of journalism was the recipient of the faculty award. Her achievements include designing "The Grammar Slammer" for students and her research on women, language and educational techniques in journalism. She also serves as acting executive director for the College Park Scholars Program. McAdams has been recognized for teaching by the Panhellenic Council, Omicron Delta Kappa and the Center for Teaching Excellence.



Randi Dutch

Randi Dutch, of the Rossborough Inn received the staff award. Dutch participates in the Children at Risk (CARing) program, through which she helps elementary students visit different campus events and departments. Field trips have included "Physics is Phun," the University Health Center, the University Police department and the Art Center. Eighty college members are also

involved in the program.

Sonja Geschmay Linn, a doctoral student in counseling psychology received the graduate award. Suzanne Marcus and Shannon Altman were recipients of undergraduate awards.

Community leader Bea Gaddy also won an award for her work in the Baltimore area. She is founder of the Bea Gaddy Women and Children Center, which has become a home and preparation program for women needing education, career counseling and inspiration. She inaugurated the Furniture Bank in 1992. In the past, she also helped coordinate Thanksgiving meals that have fed thousands of homeless people.



Katherine McAdams

Brenda Brown Lipitz, a campus alumna, received an award for her support of community service and philanthropy. She has assisted the university as senior leader in the \$350 million capital campaign. Lipitz also has been involved with Harriet's list, CHANA, the Jewish Women's Archives and the House of Ruth. She is a member of the boards of *Lillith Magazine*, the American Visionary Art Museum and the Associated Jewish Community Federation of Baltimore.

Lipitz graduated from the university in 1965.

notable

Mitchell Hebert, associate professor of acting and directing in the theatre department is appearing through June 21 as Salieri in "Amadeus" at the Olney Theatre Center. The production is a professional remounting of University of Maryland's "Amadeus" produced in Fall 1996. "Amadeus" is in repertory with "Racing Demon", in which Hebert plays Tommy Adair. Hebert recently appeared with Julie Harris and Charles Durning in "All My Sons" for The Smithsonian Presents radio series.

Barbara Jacoby, director of the Office of Commuter Affairs and Community Service, and **Greg Stewart**, assistant dean of the College of Journalism received certificates of appreciation for their contributions to the Maryland Service Exchange at the MSE annual faculty meeting held in Columbia April 17. Lt. Gov. Kathleen Kennedy Townsend was present during the meeting to express the state's appreciation for the contributions



Barbara Jacoby

by the MSE—the training and technical assistance arm of the Governor's Commission on Service and Volunteerism—to Americorps, volunteer and service organizations across the state.

J. Randy McGinnis, assistant professor in the Science Teaching Center, department of curriculum and instruction, College of Education is the recipient of the 1998 National Association for Research in Science Teaching (NARST) Early Career Research Award.

This is NARST's highest recognition of outstanding performance (and continuing potential) in science education research performed by a researcher during the five-year period since earning a doctoral degree. NARST was founded in 1928 for the purpose of promoting research in science education at all educational levels and disseminating findings of this research. NARST's journal, the *Journal of Research in Science Teaching*, ranked in the highest category of education research journals.

Mary Naden, voice and speech for the stage lecturer in the theatre department is currently performing in "Materia Buffoonica", a buffoon theatre piece by the performance group Membrane at the District of Columbia Arts Center.

Mary Hall Surface, advanced directing lecturer in the theatre department is one of three

teacher/dramaturgs for the 2K Playwright's Festival at Arena Stage, a program which works with more than 100 inner city high school students in the District of Columbia throughout the school year and culminates in a festival of new plays in May.

Physicist, Poet Named Distinguished Professors

Continued from page 1

Space Physics Group in the department of physics. He assembled a technical group of engineers, researchers and students, and proceeded to construct his instruments on campus in collaboration with other scientists in the United States and Europe. These instruments are now flying on U.S. and European space missions throughout the solar system.

Gloeckler was promoted to full professor in 1978, and received a joint appointment in the Institute for Physical Science and Technology in 1986. Recognition for his accomplishments include numerous NASA awards, a Sloan Foundation fellowship, a senior U.S. Scientist Humboldt Award, fellowship in the American Physical Society and American Geophysical Union, and election to the National Academy of Sciences.

For more than 30 years, **Stanley Plumly**, as a poet, essayist, critic and teacher has occupied a central position in contemporary American letters. The author of seven volumes of poetry, including *Out-of-the-*

Body Travel (a nominee for the National Book Critics Circle Award) and the most recent *Marriage in the Trees*, Plumly's poems have been praised for their elegance of style, rigorous craftsmanship and beauty of lyricism.

The Nobel laureate Robert Penn Warren wrote of Plumly's work: "In poem after poem, I find a great—and teasingly original—satisfaction...Plumly has established a new sort of ratio between the poet and his subject—or even his poem. It's a new turn of language, in haunting visionary pieces."

Plumly's ideas concerning American poetry, best expressed in his seminal review, "Chapter and Verse" of the late '70s, have proven to be accurate, controversial and prescient. In recognition of this high achievement, he received a Guggenheim Foundation fellowship, three fellowships from the National Endowment for the Arts, the Pushcart Prize, the Delmore Schwartz Memorial Award, the William Carlos Williams Award, as well as awards from the Ingram-Merrill Foundation.

Equal to his reputation as a

poet is Plumly's career as a teacher. He has taught in the most prestigious writing departments in the country including the University of Iowa, Princeton University, and the University of Washington. As co-founder of the highly successful writing program at the University of Houston, he showed how scholarship and the creative arts can be fused into a rigorous doctoral degree program.

Since arriving at the University of Maryland in 1985, Plumly has been responsible for the establishment of the master of fine arts in creative writing, now one of the best in the country. By designating Plumly as one of its Distinguished University Professors, the university recognizes the prominent role the arts and humanities play in the future of American culture.

Council for University Support Staff (CUSS) Summarizes Minutes of March 1998 Meeting

The March CUSS meeting was held at Towson University March 31. Several issues were addressed as noted below.

Early Retirement Bill

H.B. 199, the early retirement bill, passed the House unanimously, and was awaiting action in the Senate. According to System human resources liaison Donald Tynes, 1,500 System employees would be eligible for early retirement, and approximately one-half of them may take advantage of the bill, should it pass. College Park will be the institution most affected by the bill, which requires that the System return 60 percent of the salary savings and 60 percent of the employee lines to the State.

The police retirement bill which would grant university police officers the same retirement rights as other state police agencies also was on an approval schedule.

Pension Reform, COLA and Salary Structure Problems

The pension reform to the State Pension System has been put on the fast track. This bill requires employees to pay approximately 2 percent into retirement, but would give them more choices where the funds could be invested. The COLA previously discussed also will probably be approved. It would be paid as follows:

• 7/1/98	\$900.00 for all employees
• 1/1/99	\$375.00 for all employees
• 7/1/99	\$637.50 for all employees
• 1/1/2000	\$637.50 for all employees

The COLA may cause problems in the Non-Exempt Pay Program, as it could reduce the 2.5 percent difference between steps to 2.3 percent. New market studies required by the Non-Exempt Pay Plan have been completed; however, no money was included in the budgets for adjustments. In addition, the COLA does not include contingent employees, and no funds were included to cover increased benefits resulting from the COLA. The need for funds in these areas may impinge on the availability of merit funds.

Outstanding Merit Increases

CUSS discussed the outstanding merit issue again. Some institutions will pay bonuses while others will pay up to 2.5 percent for outstanding merit pay. The Council requested the chancellor and the institution presidents provide in writing what each will do about outstanding merit increases. (The policy stated in the Non-Exempt Pay Plan requires increases up to 2.5 percent for outstanding merit are added to base salary,

This issue always comes down to what the policy calls for versus the amount of funds the institutions claim is available for raises, step increases and outstanding merit.

not bonuses.) The Council also decided if the institutions are going to continue to deviate from the Regents' written policy on outstanding merit increases, it may be necessary to revisit the policy.

Chair Sally Hearn noted the regents supported the 2.5 percent "meets standards" step increase; however, they did not require the presidents to fund the "up to 2.5 percent" outstanding merit increase. CUSS will draft a reminder to be sent to the regents, the chancellor and the presidents on the present written policy. One suggestion was to establish a system-wide pool of funds for non-exempt outstanding merit so everyone who receives an outstanding rating would get an equal amount from the pool, up to 2.5 percent.

This issue always comes down to what the policy calls for versus the amount of funds the institutions claim is available for raises, step increases and outstanding merit. A System-wide pool could eliminate some of the problems and inconsistencies now preva-

lent. If the regents and the presidents are unable to follow their own policies contained in the Non-Exempt Pay Program, CUSS determined it is time the System admitted this, and change the policy.

Chancellor's Council

Hearn gave the report for Chancellor's Council, which met on March 2. The capital budget and the enrollment project were discussed, as was the K-16 program. The presidents were requested to discuss the question of merit pay with their councils and report back to the CUSS.

Regent's Finance Committee

The Regents' Finance Committee discussion covered the facilities plans for Salisbury State University. In addition, the issue of bringing faculty to the 85th percentile in salaries and staff to the 60th percentile was discussed. It was unclear how and when this might be done.

Other Business

Cuss agreed to prepare letters on the outstanding merit increase problem, salary structure adjustments and the continued use of different performance evaluation forms throughout the System. It also agreed to request the regents, the chancellor and the presidents either agree to follow current policy or acknowledge they have no intention of complying, and amend the policies on salary structure and outstanding merit increases.

Rosario Van Daalen, HR liaison, reported on the Exempt Pay Program Task Force, and noted the task force is in the process of preparation and discussion of both pay and non-pay policies that will need to be addressed as the pay program is implemented.

The next CUSS meeting is at University College April 28.

Donald Riley Named Chief Information Officer

Continued from page 1

Riley, currently associate vice president and chief information officer at the University of Minnesota, assumes his new position on May 15. Reporting to Geoffroy and Charles Sturtz, vice president for administrative affairs, Riley will take responsibility for creating and directing overall information technology strategy for the university.

As CIO, Riley will be in charge of such critical tasks as carrying through the university's key role in the development of the Internet2, and guiding the evolution of the university's information technology infrastructure to ensure faculty, staff and students are able to take full advantage of new technologies. All major central computing activities, networking and infrastructure will be under his direction, including academic, student and administrative computer services and instructional technology.

"I am very excited about the opportunities the new position at the University of Maryland represents," Riley says. "The university has many unique strengths and is well positioned to play a leading role in the development and effective use of

information technology in higher education, both in the region and the nation."

Richard Herman, chair of the search committee and dean of the College of Computer, Mathematical and Physical Sciences, says, "The committee was impressed with Dr. Riley's ability to understand issues, from research to service, that will confront a CIO at Maryland. And he has a clear vision for the role of information technology in the future of higher education."

Riley has displayed his strong vision in work with leading organizations dedicated to transforming higher education through information technology. He has served as member and chair of the Board of Trustees for EDUCOM, a nonprofit consortium of more than 560 higher education institutions dedicated to the belief education and information technology, together, will provide the most significant enhancements for human capability over the coming decade.

EDUCOM is now merging with CAUSE, a nonprofit association for managing and using information resources in higher education. Riley chairs the "transition board" for bringing about the new organization,

EDUCAUSE which will represent 1,600 institutions of higher education.

Riley, a member of the mechanical engineering department faculty at Minnesota since 1976, also has served as chief information officer since 1995. Prior to that he served as the university's associate vice president for academic affairs and information technology, and as associate provost for computing and information systems.

Riley's research and teaching interests cover many areas including applications of interactive computer graphics and multimedia to knowledge-based systems for design and manufacturing.

A fellow of the American Society of Mechanical Engineers, Riley helped found its computers in engineering division. He has received numerous honors and awards for his work in engineering and information technology education, including the AT&T Foundation Excellence in Education Award from the American Society for Engineering Education.

Riley earned his doctoral, master's and bachelor's degrees from Purdue University.

School of Music Concerts

May 3

Maryland Bands 22nd Annual "Pops" Concert, featuring the Symphonic Wind Ensemble and Concert Band. 4 p.m., Grand Ballroom, Student Union.*

University Chorale's Annual "Pops" Concert, featuring former Chorale members and an a capella group. 8:30 p.m., Grand Ballroom, Student Union.

May 6

A Spring Concert by the Maryland Gospel Choir. 7 p.m. Memorial Chapel.

A concert by the university Collegium Musicum, featuring voices and instruments. Ulrich Recital Hall, 8 p.m., Tawes Fine Arts Bldg.

For more information, call 405-1150.

Every Day is Earth Day at ECO

Student Organization Has Campus Getting in the Recycling Act

For the students who run the ECO recycling yard, every day is Earth Day. On a recent afternoon students dressed in denim shorts and t-shirts were busy separating bins of papers at the yard located off Paint Branch Drive in an effort to reduce waste and help the environment.

ECO (Environmental Conservation Organization) recycling started about 24 years ago, according to Ann Chanecka, administrative director for ECO. "It began with a couple of students who were interested in helping out the campus," she says. The group started with a small drop-off point for university and community members to deposit recyclables on Route 1, and has since grown to their current facility on Lot 4A off Paint Branch Drive.

The Paint Branch facility features an area where collected recyclables are stored, a sorting area, and a 24-hour drop-off spot.



Students separate paper and cardboard at the ECO recycling yard, located on Lot 4A off Paint Branch Drive.

Currently, the state of Maryland mandates that 20 percent of solid waste is recycled, says Chanecka. In 1995, the group formed a partnership with Physical Plant where ECO picks up white paper and cans to be recycled and Physical Plant picks up bottles and newspapers.

According to recent statistics, the recycled rate for the campus has grown over the past seven years. In 1991, the recycled item rate was 15 percent. In 1996 the rate grew to 20 percent, and last year 25 percent of the waste generated on campus was recycled.

After recyclables get deposited into the proper receptacles, ECO employees pick up the products and bring them back to the recycling yard where they are hand-sorted. "We have to spend a lot of time going through all the bins to make sure everything is in the right place," says Chanecka, a natural resource management major. Once the items are sorted, companies then bid on receiving the recyclables. The proceeds earned from the companies go back into payroll for ECO's 13 employees, as well as general maintenance for the recycling yard.

"We generate a lot of paper here," says Chanecka. For example, last year 319,270 pounds of white paper, 685,890 pounds of cardboard and 535,760 pounds of newspaper were collected and recycled.

Chanecka says recycling has a number of benefits to the university and the environment. "By recycling, it's better for the campus and there's a lot less waste going into the landfills," she says. "One person can make a difference, even if they don't think it."

In the future, ECO plans to launch a recycling campaign with other campus environmental groups which will encourage more people to drop some-



thing into a recycle bin instead of a trash can.

"Our campus has been really good [with recycling], but more awareness is needed," Chanecka says.

—LONDA SCOTT

WHAT'S RECYCLABLE AT UNIVERSITY OF MARYLAND:

- Aluminum Cans
- Glass Bottles
- Newspaper
- Color Paper
- White Office Paper

Acceptable: copier paper, white computer paper, white/green computer paper, laser computer paper (paper clips and staples okay)

Not Acceptable: glossy paper, post-it notes, thermal fax paper, candy wrappers, glue bound books, phone books, carbon paper, no outer wrapping of copier paper reams, pictures, napkins and tissues.

Web Initiative in Teaching

Proposals from the College Park campus to participate in the 1998-99 USM Web Initiative in Teaching (WIT) Program are due Friday, May 8. Proposals should be sent to James Newton, Office of the Dean for Undergraduate Studies, 2130 Mitchell Building, Zip-5251.

For more program details and guidelines on proposal format see www.umuc.edu/ide/wit/

For any additional information please contact: Ellen Yu Borkowski, Academic Information Technology Services, at 405-2922 or ey9@umail.umd.edu.

Adviser-Volunteers Needed

The Division of Letters and Sciences (L&S) is seeking faculty, research associates, professional staff members and full-time Ph.D. students to advise L&S freshmen. L&S is the advising home for students who want to explore academic options before declaring a major.

L&S will bring in approximately 1,200 new freshmen this summer, and needs your help to ensure each of them has an assigned adviser. If you would like to advise five L&S students whose academic interests match your own, please e-mail Wendy Whittemore at wwhitte@deans.umd.edu for an information packet.

You may also visit L&S at: www.inform.umd.edu/LettersSciences/advise5.html to see the answers to "Commonly Asked Questions about Advise-5," or e-mail Whittemore for the e-mail version.

Get into the Swing of Things

An Intermediate Golf Clinic is being offered May 9, 9 a.m. to noon at the University of Maryland Golf Course. Limited to six participants, the clinic is a refresher course for experienced golfers focusing on the swing fundamentals, pitching and putting, and is taught by golf professional Jamie Salyer. A video swing analysis is included in the \$40 cost. Please call 403-4299 for more information.

Jazz it Up

Enjoy "Jazz in the Atrium" featuring the University of Maryland Jazz Lab Band under the direction of Chris Vadala, Wednesday, April 29, from 1:15-2 p.m. in the Atrium of the Stamp Student Union.

Bring your lunch, sit back and soak up the sound of jazz favorites.

The musical delight continues on Monday, May 11, when the University of Maryland Jazz Ensemble and the Jazz Lab Band perform a "Finale Jazz Concert." The concert is from 5-7 p.m. at the North Loggia of the Tawes Building.

Bring a picnic supper and your lawn chair and swing with the jazz ensemble. In case of inclement weather, the concert will be held in Room 1102 (Band Room) of the Tawes Building.

For information about either jazz event, call 405-5519 or e-mail concerts@deans.umd.edu.



A Grand Opening

The campus community is invited to attend the Campus Recreation Center Grand Opening Saturday, May 2, at 2 p.m. For more information please call 226-4403.

FOR YOUR INTEREST